



Summary

Main Features

NOTES

FORTHCOMING ISSUES

ISSUE (QUARTER)

January 2010
April 2010
July 2010

Release Date

8 January 2010
1 April 2010
2 July 2010

DATA CONTAINED IN THIS ISSUE

The statistics shown are the latest available at 17 September 2009. Data sources for the tables in this publication are listed in Appendix 1.

ELECTRONIC PRODUCTS

The spreadsheets and data cubes referenced in this publication are available free of charge on the ABS website at <https://www.abs.gov.au> [Access to all ABS products & statistics - By Catalogue Number - 6. Labour Statistics and Prices].

INQUIRIES

For information about other Australian Bureau of Statistics (ABS) statistics and services, please refer to the back of this publication.

INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

Labour statistics news

LABOUR STATISTICS NEWS

LABOUR THEME PAGE

The ABS Labour Theme Page, available on the ABS web site, provides a guide to the range of ABS statistics on the labour market, as well as links to the latest data released. To find the Theme Page, go to <https://www.abs.gov.au> [Themes - People - Labour].

AGGREGATE MONTHLY HOURS WORKED

The ABS has introduced a new monthly measure, namely aggregate monthly hours worked, which is the total number of hours worked in a calendar month. The seasonally adjusted and trend aggregate monthly hours worked estimates allow a direct time series comparison of hours worked data. Aggregate monthly hours worked differs from the other hours worked estimates (usual and actual hours worked) as these relate only to the hours worked in the survey reference week, whereas aggregate monthly hours worked relates to an entire calendar month. Data are available for males, females and persons. Aggregate monthly hours worked data was first released in an article in the July 2009 issue of **Labour Force, Australia** (cat. no. 6202.0). Details on the methodology used to calculate aggregate monthly hours worked was published in **Information Paper: Expansion of Hours Worked Estimates from the Labour Force Survey** (cat. no. 6290.0.55.001).

VOLUME MEASURES OF LABOUR UNDERUTILISATION

Updated volume measures of labour underutilisation have been released with this publication, for the period August 2002 to 2008. Volume measures are produced annually and form part of a suite of statistics that show the extent to which the potential of the labour market is not being fully utilised, complementing the Unemployment Rate and the Labour Force Underutilisation Rate. Data have been produced on a revised basis, following a change of the reference month from September to August, and a change to the method used to produce the estimates. Data are now also available by age and sex. For further information, see the Technical Paper in this issue, 'Volume Measures of Labour Underutilisation'.

SUPPLEMENTARY SURVEYS ON LABOUR TOPICS

The Monthly Population Survey comprises the Labour Force Survey and a range of supplementary surveys, which provide detailed information on a range of topics. Results from surveys on labour-related topics recently released include: **Labour Force Experience, Australia, February 2009** ([cat. no. 6206.0](#)); **Locations of Work, Australia, November 2008** ([cat. no. 6275.0](#)); and **Forms of Employment, Australia, November 2008** ([cat. no. 6359.0](#)).

RELEASE OF LABOUR STATISTICS NEWS

Labour Statistics News ([cat. no. 6106.0](#)) was released on 27 August 2009. **Labour Statistics News** is released twice-yearly (in February and August) and provides users with insight into the ABS labour market statistics program, and inform on recent and upcoming statistical developments. Each issue features updates on current projects, recent highlights, articles and analysis on labour market issues, information on contacts in the ABS labour market statistics area and other related information. To subscribe to the newsletter please email "subscribe" to labour.statistics@abs.gov.au, or you may access the newsletter directly at <https://www.abs.gov.au>.

LABOUR FORCE SURVEY 2009 SAMPLE REINSTATEMENT

On 13 May 2009, the Australian Statistician announced the full re-instatement of the **Labour Force Survey** (LFS) sample, offsetting the July 2008 reduction. The December 2009 estimates in **Labour Force, Australia** ([cat. no. 6202.0](#)) will be the first produced under the fully re-instituted sample. Details of the sample re-instatement are provided in **Information Paper: Labour Force Survey Sample Design, Nov 2007 (Third edition)** ([cat. no. 6269.0](#)) which was released on 1 October 2009. The information paper provides details on the expected sample size and new sampling fractions, as well as details on the impact on estimates, LFS products and associated surveys.

ABS EMAIL NOTIFICATION SERVICE

By subscribing to this free service, you will be kept informed via email of the latest releases of ABS products. To subscribe, follow the link from the ABS home page <<https://www.abs.gov.au>>, provide your email address, and select your topics of interest.

RECENT AND UPCOMING STATISTICAL RELEASES

Release date/title of publication	Reference period	Catalogue number
September 2009		
Australian Economic Indicators	(a)October 2009	1350.0
Australian Social Trends	(a)September 2009	4102.0
Industrial Disputes, Australia	June quarter 2009	6321.0.55.001
Information Paper: Expansion of Hours Worked Estimates from the Labour Force Survey	2009	6290.0.55.001
Labour Force, Australia	August 2009	6202.0
Labour Force, Australia Detailed - Electronic Delivery	August 2009	6291.0.55.001
Labour Force, Australia, Detailed, Quarterly	August 2009	6291.0.55.003
Selected Characteristics of Australian Businesses	2007-08	8167.0
October 2009		
Australian Economic Indicators	(a)November 2009	1350.0
Australian Labour Market Statistics	(a)October 2009	6105.0
Labour Force Australia, Detailed - Electronic Delivery	September 2009	6291.0.55.001
Labour Force, Australia	September 2009	6202.0
November 2009		
Australian Economic Indicators	(a)December 2009	1350.0
Average Weekly Earnings, Australia	August 2009	6302.0
Business Indicators, Australia	September 2009	5676.0
Education and Work, Australia	May 2009	6227.0
Labour Force, Australia	October 2009	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	October 2009	6291.0.55.001
Labour Price Index, Australia	September quarter 2009	6345.0
December 2009		
Australian Economic Indicators	(a)January 2010	1350.0
Australian Social Trends	(a)December 2009	4102.0
Barriers and Incentives to Labour Force Participation	July 2008 - June 2009	6239.0
Employment and Earnings, Public Sector, Australia	2008-09	6248.0.55.002
Industrial Disputes, Australia	September quarter 2009	6321.0.55.001
Job Search Experience, Australia	July 2009	6222.0
Labour Force, Australia	November 2009	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	November 2009	6291.0.55.001
Labour Force, Australia, Detailed, Quarterly	November 2009	6291.0.55.003
Retirement and Retirement Intentions, Australia	July 2008 - June 2009	6238.0
January 2010		
Australian Economic Indicators	(a)February 2009	1350.0
Australian Labour Market Statistics	(a)January 2010	6105.0
Labour Force, Australia	December 2009	6202.0
Labour Force, Australia, Detailed - Electronic Delivery	December 2009	6291.0.55.001
Microdata: Labour Force Survey and Forms of Employment Survey, Basic and Expanded CURF, Australia	November 2008	6202.0.30.007
Microdata: Labour Force Survey and Forms of Employment Survey, Basic and Expanded CURF, Technical Manual	November 2008	6202.0.30.008
Microdata: Survey of Education and Work, Basic CURF, Australia	May 2009	6227.0.30.001
Technical Manual: Survey of Education and Work, Basic CURF, Australia	May 2009	6227.0.30.002

(a) Refers to the issue of publication, not the reference period.

Labour Market Summary

LABOUR MARKET SUMMARY

KEY MEASURES

Measure		Series type	Period	Current figure	% change from	
					Previous qtr(a)	Previous year(b)
Employed						
Persons	'000	Trend	Aug 09	10 770.2	-0.1	-0.2
Full-time	'000	Trend	Aug 09	7 573.4	-0.6	-2.3
Part-time	'000	Trend	Aug 09	3 196.8	1.2	4.9
Part-time employment as a proportion of total employment	%	Trend	Aug 09	29.7	(c)0.4	(c)1.5
Employment to population ratio						
Males	%	Trend	Aug 09	71.6	(c)-0.5	(c)-2.1
Females	%	Trend	Aug 09	77.3	(c)-0.4	(c)-2.9
Persons	%	Trend	Aug 09	66.0	(c)-0.7	(c)-1.1
Unemployed						
Persons	'000	Trend	Aug 09	668.7	2.7	39.6
Looking for full-time work	'000	Trend	Aug 09	499.4	4.0	52.4
Looking for part-time work	'000	Trend	Aug 09	169.4	-1.2	11.9
Unemployment rate						
Persons	%	Trend	Aug 09	5.8	(c)0.1	(c)1.6
Long-term unemployment						
Persons	'000	Trend	Aug 09	102.4	12.2	47.3
As a proportion of total unemployment	%	Trend	Aug 09	15.3	(c)1.3	(c)0.8
Long-term unemployment rate	%	Trend	Aug 09	0.9	(c)0.1	(c)0.3
Quarterly labour underutilisation rates(d)						
Unemployment rate(e)	%	Trend	Aug 09	5.8	(c)0.1	(c)1.6
Underemployment rate	%	Trend	Aug 09	7.9	(c)0.3	(c)1.8
Labour force underutilisation rate(f)	%	Trend	Aug 09	13.9	(c)0.6	(c)3.6
Children living without an employed parent(g)	%	Original	Jun 08	15.7	(c)2.3	(c)2.6
Labour force participation rate						
Persons aged 15-64 years	%	Trend	Aug 09	76.2	(c)-0.3	(c)-0.3
Total	%	Trend	Aug 09	65.2	(c)-0.2	(c)-0.2
Actual hours worked						
Aggregate weekly hours	mill. hours	Original	Aug 09	360.0	-1.0	-2.6
Average weekly hours - Persons	hours	Original	Aug 09	33.6	-0.2	-2.3
Average weekly hours - Full-time	hours	Original	Aug 09	41.8	2.1	1.2
Average weekly hours - Part-time	hours	Original	Aug 09	17.0	2.1	-0.6
Part-time workers						
Proportion who preferred to work more hours	%	Original	Aug 09	26.3	(c)-0.3	(c)4.7
Wage price index						
Total hourly rates of pay excluding bonuses	index no.	Trend	Jun qtr 2009	123.4	-	3.9
Average weekly earnings						
Full-time adult ordinary time earnings	\$	Trend	May 09	1 197.50	1.3	5.9
All employees total earnings	\$	Trend	May 09	923.40	0.7	3.7
Industrial disputes						
Working days lost	'000	Original	Jun qtr 2009	47.3	307.8	-45.3
Working days lost per 1,000 employees	number	Original	Jun qtr 2009	5.0	316.7	-45.1
Job vacancies(h)						
Australia	'000	Trend	May 2008	183.6	-	9.0

- nil or rounded to zero (including null cells)

(a) Same period previous quarter (monthly data is presented for the middle month of each quarter).

(b) Same period previous year.

(c) Change in percentage points.

(d) See the Glossary for further explanation of labour underutilisation rates.

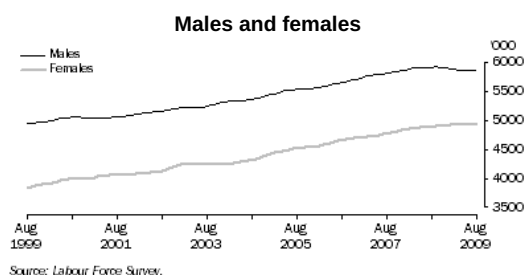
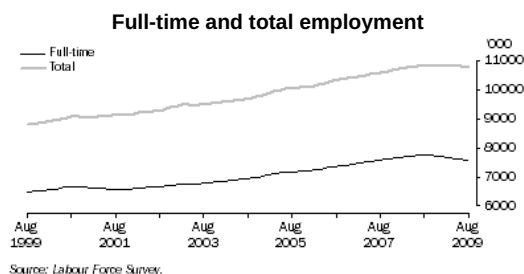
(e) The quarterly unemployment rate is compiled using data collected in the quarter months and may differ slightly from the official monthly unemployment rate.

(f) Discrepancies may occur due to rounding.

(g) As a proportion of all children aged under 15 years. See the Explanatory Notes for information on family data.

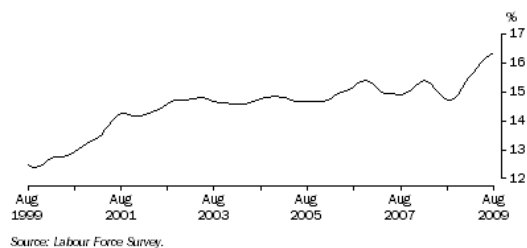
(h) The Job Vacancies Survey was not conducted in 2008-09. The May issue of Job Vacancies, Australia (cat. no. 6354.0), released in June 2008, was the final issue for 2007-08. The survey will be reinstated in November 2009.

EMPLOYMENT: TREND SERIES

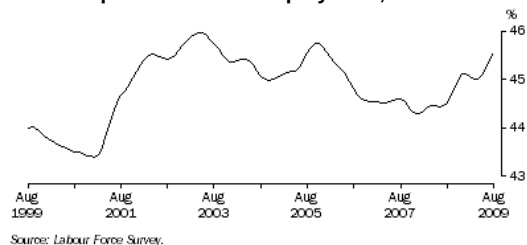


PART-TIME EMPLOYMENT: TREND SERIES

Proportion of total employment, Males

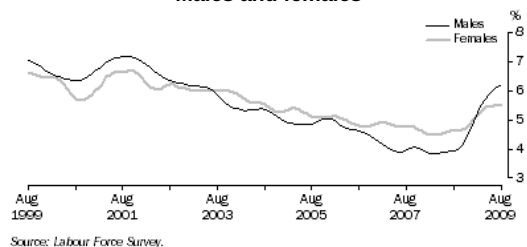


Proportion of total employment, Females



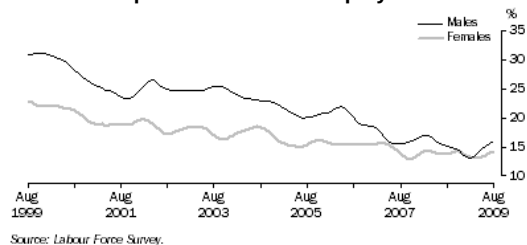
UNEMPLOYMENT RATE: TREND SERIES

Males and females



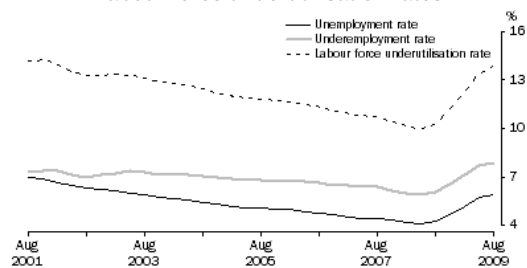
LONG-TERM UNEMPLOYMENT: TREND SERIES

Proportion of total unemployment



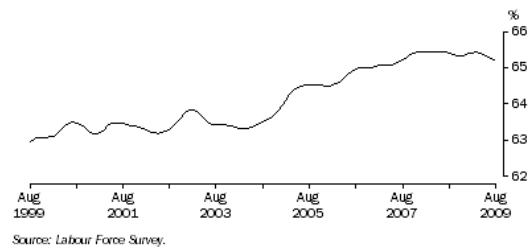
UNDERUTILISED LABOUR: TREND SERIES

Labour force underutilisation rates

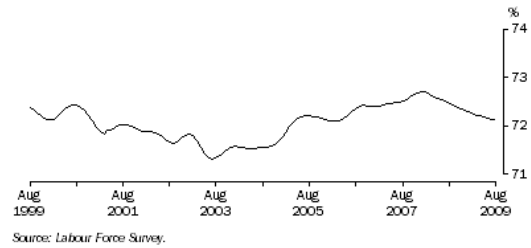


PARTICIPATION RATE: TREND SERIES

Persons



Males

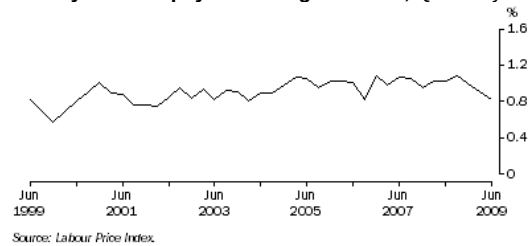


Females



WAGE PRICE INDEX: TREND SERIES

Total hourly rates of pay excluding bonuses, Quarterly change



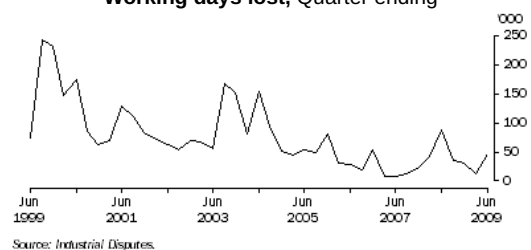
AVERAGE WEEKLY EARNINGS: TREND SERIES

Full time adult ordinary time earnings, Level



INDUSTRIAL DISPUTES: ORIGINAL SERIES

Working days lost, Quarter ending



JOB VACANCIES: TREND SERIES



About this Release

This publication draws together labour statistics from a range of ABS household and business surveys, to provide an overall picture of the labour market. The key purpose of this publication is to raise awareness of the data available, so that users will be able to use it more effectively.

It contains tables for core data items, presenting the most recent data available at a particular date (rather than relating to a particular reference period). It is also able to be used to announce the release of supplementary surveys and infrequent surveys. Note that, in addition to a brief article in this publication, these would also have separate releases, which would not be delayed by the release in this publication.

The publication is also used to release annual data on Indigenous labour force status, and annual supplementary measures of labour underutilisation. It includes a range of feature articles, both analytical and technical, which will assist users in understanding and interpreting the data and will also promote the range of data available from the ABS labour statistics program. It will be used to announce any changes to labour series or releases.

The publication contains brief explanatory notes, outlining each data source, but referring to the relevant releases, and to Labour Statistics: Concepts, Sources and Methods 6102.0.55.001, for more detail.

Methods of setting pay

METHODS OF SETTING PAY

INTRODUCTION

Over the past few years there have been a number of changes to the Australian workplace relations environment, including the introduction of the **Workplace Relations Amendment (WorkChoices) Act 2005**, which came into effect in March 2006, and more recently the **Fair Work Act**, which came into effect in July 2009. These changes have contributed to interest in how an employee's pay is set, whether through collective or individual bargaining or through reference to the award system. This article uses data from the two-yearly **Survey of Employee Earnings and Hours (EEH)** (cat. no. 6306.0) to highlight the latest data on methods of setting pay and how this has changed over time. This article also looks at a range of other characteristics, including industry, occupation, sector and employment status, as well as the average earnings of employees for each of the methods of setting pay.

METHODS OF SETTING PAY

Three different methods of setting pay are identified in the EEH survey: collective agreements, individual arrangements and award or pay scale only.

Collective agreements, which include enterprise and workplace agreements, are agreements between an employer (or group of employers) and a group of employees (or one or more unions or employee associations representing the employees). Collective agreements set the terms of employment (pay and/or conditions) for a group of employees, and are usually registered with a state or federal industrial tribunal or authority. Employees are classified to the collective agreement category if the main part of their pay is set by a registered or unregistered collective agreement or enterprise award.

Individual arrangements are organised between an employer and an individual employee for the terms of employment (pay and/or conditions) for the employee. Employees whose pay is set by an individual arrangement include those whose pay is set by an individual contract, registered individual arrangement (e.g. an Australian Workplace Agreement), common law contract and employees receiving over award payments. Working proprietors of incorporated businesses are included in the individual arrangements category within EEH.

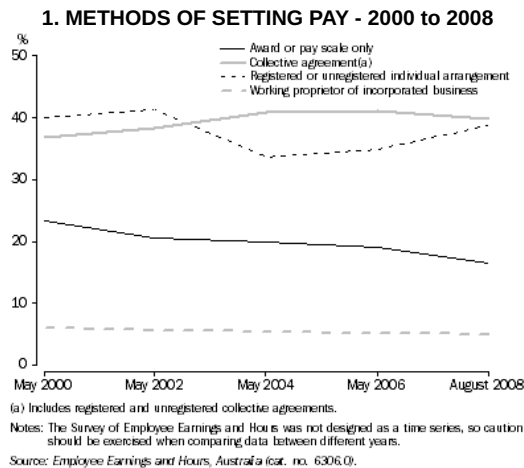
Award or pay scale only - awards are legally enforceable determinations made by federal or state industrial tribunals that set the terms of employment (pay and/or conditions), usually in a particular industry or occupation. From March 2006, pay rates for employees in the federal jurisdiction who were previously paid by an award are now contained within the Australian Pay and Classification Scales (Pay Scales). An award or pay scale may be the sole mechanism used to set the pay and/or conditions for an employee or group of employees, or alternatively may be used in conjunction with an individual or collective agreement. Employees are classified to the award or pay scale only category if they were paid at the rate of pay specified in the award pay scale. If an employee was paid more than the rate of pay specified in

the award or pay scale they are included in the individual arrangement category.

OVERVIEW

In August 2008, 40% of employees had their pay set by a collective agreement, 39% by a registered or unregistered individual arrangement and 17% of employees had their pay set by award or pay scale only. Working proprietors of incorporated businesses accounted for approximately 5% of employees.

The proportion of employees who had their pay set by an award or pay scale only decreased from 19% in May 2006 to 17% in August 2008. The coverage of this method of setting pay has declined over the last 8 years, from 23% in May 2000 to 17% in August 2008. For registered and unregistered individual arrangements, there was a 4 percentage point increase between May 2006 (35%) and August 2008 (39%). The proportion of employees whose pay was set by a collective agreement had a 1 percentage point decrease between May 2006 (41%) and May 2008 (40%).



SECTOR

In August 2008 nearly half (45%) of employees in the private sector had their pay set by an unregistered individual arrangement (i.e. which was not registered with a federal or state tribunal) and a further 26% of employees in the private sector had their pay set by a registered collective agreement. In contrast, almost all (96%) of the public sector employees had their pay set by a registered collective agreement.

The proportion of female employees who had their pay set by award or pay scale only was 20%, compared with 13% of male employees. Collective agreements were also a more common method of setting pay for female employees (43%) than for male employees (37%), while registered or unregistered individual arrangements were more common amongst male employees than female employees (43% compared with 34%). Male employees were twice as likely (8%) to be a working proprietor of an incorporated business than female employees (4%).

2. METHODS OF SETTING PAY, Proportion of employees - By Sector - August 2008

	Award or pay scale only %	COLLECTIVE AGREEMENT		INDIVIDUAL ARRANGEMENT				All methods of setting pay %
		Registered %	Unregistered %	Registered %	Unregistered %	Working Proprietor of Incorporated Business %	Total %	
Males								
Private Sector	15.7	25.2	*0.6	2.7	47.5	8.3	58.6	100.0
Public Sector	*0.3	94.5	0.9	1.2	3.1	..	4.3	100.0
All Sectors	13.3	35.9	0.6	2.5	40.7	7.0	50.2	100.0
Females								
Private Sector	25.8	26.1	0.8	2.0	41.5	3.8	47.3	100.0
Public Sector	*0.5	97.0	*0.3	0.9	1.3	..	2.2	100.0
All Sectors	19.9	42.6	0.7	1.8	32.2	2.9	36.9	100.0
Persons								
Private Sector	20.4	25.6	0.7	2.4	44.7	6.2	53.3	100.0
Public Sector	*0.4	96.0	0.5	1.1	2.0	..	3.1	100.0
All Sectors	16.5	39.2	0.6	2.2	36.5	5.0	43.7	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable

Source: Employee Earnings and Hours, Australia, August 2008 (cat. no. 6306.0).

INDUSTRY

The industries with the highest proportion of employees with their pay set by collective agreements were Public administration and safety (88%) and Education and training (81%). This is consistent with the high proportion of employees in the public sector who had their pay set by collective agreements (96%). With one in two employees having their pay set by award or pay scale only, Accommodation & food services has the highest proportion of employees (50%) for this method of setting pay. Registered and unregistered individual arrangements were most common in the Wholesale trade (76%) and Professional, scientific and technical services (71%) industries and least common in Public administration and safety (8%) and Education and training (10%).

3. METHODS OF SETTING PAY, Proportion of employees - by Industry - August 2008

	Award or pay scale only	Collective agreement(a)	Individual Arrangement Registered or unregistered	Working proprietor of or incorporated business	Total	All methods of setting pay
	%	%	%	%	%	%
Mining	*1.2	30.8	66.1	1.8	67.9	100.0
Manufacturing	12.2	29.9	54.3	3.6	57.9	100.0
Electricity, Gas, Water & Waste Services	*5.4	67.5	25.8	1.2	27.0	100.0
Construction	9.1	25.6	49.1	16.1	65.3	100.0
Wholesale Trade	9.0	10.1	75.5	5.3	80.8	100.0
Retail Trade	28.9	36.2	31.1	3.8	34.9	100.0
Accommodation & Food Services	50.3	19.3	28.4	2.1	30.5	100.0
Transport, Postal and Warehousing	8.3	48.9	35.9	6.9	42.8	100.0
Information Media and Telecommunications	5.6	31.1	59.2	4.1	63.3	100.0
Financial and Insurance Services	*2.2	38.9	53.0	6.0	59.0	100.0
Rental, Hiring and Real Estate Services	20.2	*11.9	57.5	10.4	67.9	100.0
Professional, Scientific and Technical services	5.4	8.6	70.9	15.0	85.9	100.0
Administrative and Support Services	33.9	15.7	48.0	2.5	50.5	100.0
Public Administration and Safety	**3.6	88.2	7.9	*0.3	8.2	100.0
Education and Training	*8.4	81.2	9.7	*0.7	10.4	100.0
Health Care and Social Assistance	17.2	64.5	16.2	2.1	18.2	100.0
Arts and Recreation Services	14.2	37.9	43.6	4.3	47.9	100.0
Other Services	25.4	7.3	58.2	9.1	67.3	100.0
Total all industries	16.5	39.8	38.7	5.0	43.7	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes registered and unregistered collective agreements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

OCCUPATION

The use of the various methods of setting pay differs between occupation groups. Collective agreements were most common for Professionals (52%) and least common for Managers (20%). Registered or unregistered individual arrangements were the most common method of setting pay for Managers (59%), Technicians and trades workers (46%) and Clerical and administrative workers (47%). Award or pay scale only as a method of setting pay was highest for Community and personal service workers (32%), Sales workers (31%) and Labourers (30%).

4. METHODS OF SETTING PAY, Proportion of employees - by Occupation - August 2008

	Award or pay scale only	Collective agreement(a)	Individual Arrangement Registered or unregistered	Working proprietor of or incorporated business	Total	All methods of setting pay
	%	%	%	%	%	%
Managers	2.3	19.8	59.0	18.9	77.9	100.0
Professionals	4.2	52.4	37.7	5.6	43.3	100.0
Technicians and trades workers	18.4	28.6	45.7	7.3	53.0	100.0
Community and personal service workers	31.7	46.6	20.9	*0.8	21.7	100.0
Clerical and administrative workers	10.7	38.6	46.8	3.9	50.7	100.0
Sales workers	30.5	36.5	31.7	1.3	33.0	100.0
Machinery operators and drivers	12.7	44.8	39.0	3.5	42.5	100.0
Labourers	29.8	41.0	27.8	*1.4	29.2	100.0

Total all occupations	16.5	39.8	38.7	5.0	43.7	100.0
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* estimate has a relative standard error of 25% to 50% and should be used with caution

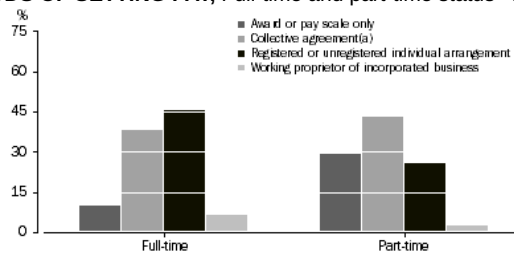
(a) Includes registered and unregistered collective agreements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

EMPLOYMENT ARRANGEMENTS

The methods of setting pay differs considerably between full-time and part-time employees. For part-time employees, the most common pay-setting arrangement was by collective agreement (43%). Full-time employees were most likely to have their pay set by a registered or unregistered individual arrangement (46%) whose pay was set by award or pay scale only (29%) was almost three times that for full-time employees (10%). This reflects that many industries with high levels of part-time employment also have high levels of award coverage, such as Accommodation and food services, Retail trade and Health care and social assistance.

5. METHODS OF SETTING PAY, Full-time and part-time status - August 2008



(a) Includes registered and unregistered collective agreements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

Casual employees were more likely than permanent/fixed term employees to have their pay set by award or pay scale only (40% compared with 11%). This reflects that casual employees are likely to be found in industries such as Retail trade, Accommodation and food services and Administrative and support services which have high levels of award coverage. For permanent/fixed term employees, the most common methods of setting pay were collective agreement (42%) and registered or unregistered individual arrangement (41%).

6. METHODS OF SETTING PAY, Permanent/fixed term and casual employees - August 2008



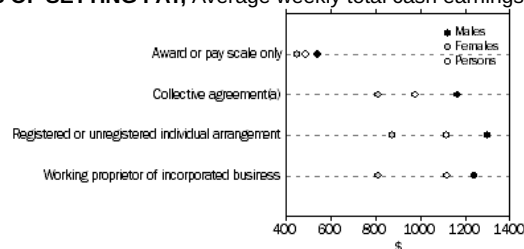
(a) Includes registered and unregistered collective agreements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

EARNINGS

In August 2008, the average weekly total cash earnings for employees who had their pay set by award or pay scale only was \$486, compared with average weekly cash earnings for all methods of setting pay of \$958. Employees whose pay was set by a collective agreement had average weekly cash earnings of \$979, while employees with a registered or unregistered individual arrangement had average weekly cash earnings of \$1,117. The smallest difference between male and female earnings was for employees who had their pay set by award or pay scale only (\$449 for female employees compared with \$539 for male employees).

7. METHODS OF SETTING PAY, Average weekly total cash earnings - August 2008



(a) Includes registered and unregistered collective agreements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

The average weekly total cash earnings for full-time adult non-managerial female employees was \$1,080 and \$1,332 for full-time adult non-managerial male employees.

The distribution of full-time non-managerial adult employees by earnings for each method of setting pay shows that over two-thirds (71%) of employees whose pay was set by collective agreement earned between \$700 to \$1,500 per week. For full-time non-managerial adult employees who had their pay set by registered or unregistered individual arrangement, 67% had earnings between \$700 and \$1,500 per week. In contrast, 81% of full-time non-managerial adult employees who had their pay set by award or pay scale only earned between \$500 and \$1,000 per week. Only 7% of employees who had their pay set by award or pay scale only earned \$1,200 or more per week, compared with

37% of employees who had their pay set by registered or unregistered individual arrangement and 48% of employees who had their pay set by collective agreement.

8. METHODS OF SETTING PAY, Weekly total cash earnings - Distribution of full-time non-managerial adult employees - August 2008

Weekly total cash earnings (\$)	Award or pay scale only %	Collective Agreement(a) %	Individual Arrangement(b) %	All Methods of Setting Pay %
Under 200	**0.7	*0.2	*0.1	*0.2
200 and under 300	*0.3	**0.1	*0.2	0.1
300 and under 400	1.2	0.2	*0.2	0.3
400 and under 500	3.0	0.2	0.6	0.7
500 and under 600	14.6	1.1	2.5	3.1
600 and under 700	24.0	4.3	7.2	7.6
700 and under 800	20.7	8.1	12.2	11.3
800 and under 900	14.2	9.7	12.4	11.4
900 and under 1000	7.5	10.3	10.5	10.1
1000 and under 1100	4.3	9.5	9.0	8.8
1100 and under 1200	2.6	8.8	7.5	7.6
1200 and under 1300	1.9	8.0	6.3	6.6
1300 and under 1400	*2.1	8.5	5.3	6.4
1400 and under 1500	1.2	7.6	4.2	5.4
1500 and under 1600	*0.4	4.5	4.0	3.9
1600 and under 1700	*0.5	4.3	2.6	3.1
1700 and under 1800	**0.3	3.1	1.9	2.3
1800 and under 1900	*0.1	2.3	1.9	1.9
1900 and under 2000	*0.1	1.8	1.9	1.7
2000 and over	*0.3	7.4	9.3	7.6
Total	100.0	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes registered and unregistered collective agreements.

(b) Includes registered and unregistered individual arrangements.

Source: **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0).

FURTHER INFORMATION

For further information about the data presented in this article, please contact Barbara Sidwell on (02) 6252 6466 or email <barbara.sidwell@abs.gov.au>. Further information can be found in **Employee Earnings and Hours, Australia**, August 2008 (cat. no. 6306.0), which was released on 17 June 2009. For information about these and related statistics contact Amanda Baile in Perth on (08) 9360 5305 or the National Information and Referral Service on 1300 135 070.

Volume measures of labour underutilisation

VOLUME MEASURES OF LABOUR UNDERUTILISATION

INTRODUCTION

Volume measures of labour underutilisation are produced on an annual basis. The ABS has recently made changes to the reference period for these volume measures, and the method used to produce them. This article provides a brief discussion of these changes and provides a comparison of the data on the old and new basis. Volume measures for the period August 2002 to August 2008 are provided with this issue of **Australian Labour Market Statistics** (cat. no. 6105.0), in a spreadsheet (table 1.2). More detailed information on the concepts underpinning the volume measures is available from the article 'Experimental volume measures of labour underutilisation', which was published in the July 2003 issue of this publication.

VOLUME MEASURES AND HEADCOUNT MEASURES

The ABS measures labour underutilisation using two approaches. Measures such as the headline unemployment rate are based on counts of people (headcounts), and indicate the proportion of the population whose labour is underutilised. In addition to these headcount measures, the ABS also produces volume measures of labour underutilisation, which are based on the hours of available labour that are unused. These hours-based measures are valuable in analysing and utilising spare capacity within the labour force.

Volume measures are calculated by dividing the number of hours of underutilised labour in the labour force by the potential hours in the labour force. Underutilised hours are comprised of:

- The number of hours of work sought by unemployed people
- The number of additional hours preferred by part-time underemployed people
- For full-time underemployed people (i.e. full-time employed people who worked less than 35 hours in the reference week for economic reasons): the difference between the number of hours usually worked and actually worked in the reference week.

Potential hours in the labour force refers to the sum of hours sought by unemployed people, additional hours preferred by underemployed people working part-time, and the hours usually worked by all employed people.

Descriptions of the three main rates are given in table 1 below.

1. ABS volume measures of labour force underutilisation

Measure	Description
---------	-------------

Volume unemployment rate	The hours of labour sought by unemployed people, as a percentage of the potential hours in the labour force.
Volume underemployment rate	The additional hours of labour preferred by underemployed workers, as a percentage of the potential hours in the labour force.
Volume labour force underutilisation rate	The total volume of underutilised labour in the labour force (hours sought by unemployed people, plus additional hours preferred by underemployed people), as a percentage of the potential hours in the labour force.

Note: Potential hours in the labour force refers to the sum of hours sought by unemployed people, additional hours preferred by underemployed people working part-time, and the hours usually worked by all employed people.

Table 2 below shows volume measures and headcount measures for August 2008. Volume measures are usually lower than headcount measures, as the average number of potential extra hours of unemployed or underemployed people is generally less than the average hours actually worked by employed people. For instance, the volume unemployment rate was 0.7 percentage points lower than the headcount unemployment rate. The volume underemployment rate was 3.6 percentage points lower than the headcount rate.

2. Comparison of volume measures and headcounts measures

	Volume measure, August 2008(a) %	Headcount measure, August 2008(b) %
Unemployment rate	3.2	3.9
Underemployment rate	2.1	5.7
Labour force underutilisation rate	5.3	9.6

(a) Source: **Australian Labour Market Statistics** (cat. no. 6105.0) Datacube 1.2, Oct 2009

(b) Source: **Australian Labour Market Statistics** (cat. no. 6105.0) Datacube 1, Jul 2009

RECENT CHANGES TO OTHER UNDERUTILISATION MEASURES

There have been a number of recent changes to other measures of labour underutilisation. The ABS recently introduced a quarterly Labour Force Underutilisation Rate (LFUR) to replace the annual LFUR. The quarterly rate uses data solely from the LFS, rather than data from both the LFS and the annual Underemployed Workers survey. For more information, see the article 'Quarterly Labour Force Underutilisation Rate' in the July 2008 issue of this publication.

The ABS also recently made changes to the Extended Labour Force Underutilisation Rate (ELFUR). The reference period for the ELFUR was changed from September to August and the LFS became the principle source for underutilisation data, in conjunction with Persons Not in the Labour Force survey, to align with the LFUR. For more information, see the article 'Extended Labour Force Underutilisation Rate' in the July 2009 issue of this publication.

CHANGES TO VOLUME MEASURES

The reference month of the volume measures has been changed from September to August, in order to align with other measures of labour underutilisation. In order to produce volume measures in respect of August it has been necessary to change the way in which the data sources are used.

Volume measures are calculated using information from the LFS and two labour force supplementary surveys. Information on hours that unemployed people have sought comes from the Survey of Job Search Experience (JSE), while the Survey of Underemployed Workers (UEW) provides information on the additional hours that underemployed working part-time would prefer to work - the only regular sources of these components. These two surveys are conducted annually (in July and September respectively) and results are published in **Job Search Experience, Australia** (cat. no. 6220.0) and **Underemployed Workers, Australia** (cat. no. 6265.0). Information on additional hours preferred by full-time underemployed people comes from the LFS.

Previously, July JSE data was used to calculate hours sought by unemployed people for September. Factors were calculated by dividing the number of hours sought by unemployed people by the number of unemployed people counted in the July JSE survey. These factors were then applied to the LFS estimates of the number of unemployed people for September to produce a synthetic estimate of the number of hours sought by unemployed people in September. This approach has been changed so that the factors derived from the July JSE survey are now applied to the August LFS estimates.

The method of estimating underutilised hours of underemployed people differs for those working part-time and those working full-time. Additional hours preferred for people working part-time are sourced from the September UEW survey. Similar to the method used for unemployed hours, factors are calculated by dividing the number of hours preferred by part-time underemployed people by the number of part-time underemployed. These factors are then applied to LFS estimates of the number of part-time underemployed people for August. Previously, part-time underemployed hours were calculated using September UEW without reference to the LFS.

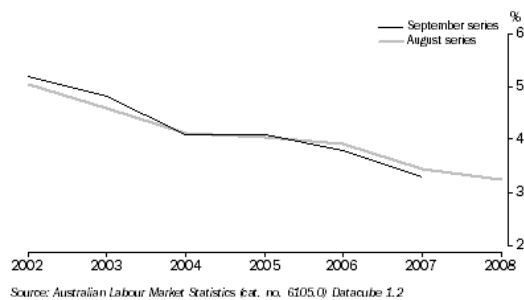
Information on underutilised hours of full-time underemployed people is sourced directly from the August LFS, whereas previously this information was sourced from September LFS.

Estimates using the new approach have been compiled from August 2002 onwards and replace the previous time series. In addition, data are also now available by age.

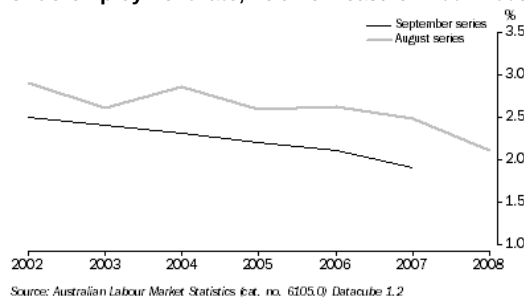
COMPARISON OF RATES

The following graphs illustrate the changes to the three rates over time, as a result of the introduction of the August series. The difference in the underemployment rate (and consequently the labour force underutilisation rate) between the September and August series is largely attributable to the larger number of part-time underemployed people identified in the August LFS compared with the September UEW. For more information on the differences between August and September underemployed estimates, see the article 'Quarterly Labour Force Underutilisation Rate' in the July 2008 issue of this publication.

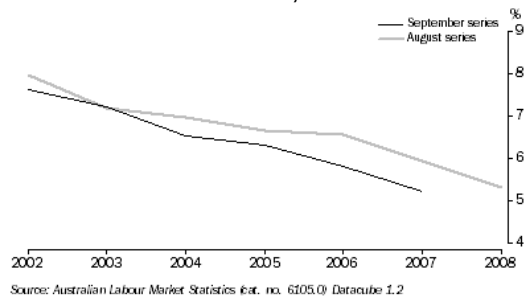
Unemployment rate, Volume measure - 2002-2008



Underemployment rate, Volume measure - 2002-2008



Labour force underutilisation rate, Volume measure - 2002-2008



FURTHER INFORMATION

For further information, please contact Ian Appleby on (02) 6252 7181 or email <ian.appleby@abs.gov.au>.

Explanatory Notes

Explanatory Notes

EXPLANATORY NOTES

INTRODUCTION

1 Australian Labour Market Statistics brings together a range of ABS labour statistics to present a statistical summary of the Australian labour market. It has been developed primarily as a reference document, and provides a broad basis for labour analysis and research.

2 In addition to data from the Labour Force Survey (LFS), this publication contains statistics from a range of other ABS labour surveys including Average Weekly Earnings, the Labour Price Index, Job Vacancies, Employment and Earnings - Public Sector, and Industrial Disputes. The publication also includes summary data from recently released labour force supplementary surveys.

3 This publication includes international data for selected labour market indicators.

LABOUR STATISTICS CONCEPTS, SOURCES AND METHODS

4 The concepts and definitions underpinning ABS labour statistics align closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts of Australia's labour market statistics, and the sources and methods used in compiling the estimates, are presented in Labour Statistics: Concepts, Sources and Methods (cat. no. 6102.0.55.001), which is available on the ABS website at <<https://www.abs.gov.au>> [Themes - People - Labour - Labour Statistics: Concepts, Sources and Methods].

5 For an explanation of terms used in this publication, refer to the Glossary.

LABOUR STATISTICS THEME PAGE

6 The Labour Statistics theme page is a portal to all labour statistics and related information residing on the ABS website. The page contains hyperlinks to [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001); information about labour related surveys; and a help page for respondents to ABS labour related surveys. The Labour Theme Page can be accessed at <<https://www.abs.gov.au>> [Themes - People - Labour].

SEASONALLY ADJUSTED AND TREND ESTIMATES

7 Series in this publication include **original**, **seasonally adjusted** and **trend** series. Special care should be taken in interpreting data for the most recent months and quarters, as some of the original and all of the seasonally adjusted and trend series are subject to revision.

8 It is not uncommon for movements in original time series data and those provided from seasonally adjusted and trend series to differ. Movements in a time series of original data may reflect several factors, including:

- longer-term changes in the item being measured (i.e. trend movements)
- short-term irregular changes
- regular seasonal influences
- normal 'trading', 'working' or 'pay' day patterns
- systematic holiday effects.

9 Seasonal adjustment is a means of removing the estimated effects of normal seasonal variation from the series so that the effects of other influences on the series can be more clearly recognised. Seasonal adjustment does not aim to remove the irregular or non-seasonal influences which may be present in any particular month. This means that month-to-month movements of the seasonally adjusted estimates may not be reliable indicators of trend behaviour.

10 The Labour Force Survey uses the concurrent seasonal adjustment method to derive seasonal factors. Concurrent seasonal adjustment uses data up to the current month to estimate seasonal factors for the current and all previous months. This process can result in revisions each month to estimates for earlier periods. However, in most instances, the only noticeable revisions will be to the seasonally adjusted estimates for the previous month and one year prior to the current month.

11 Seasonal adjustment is able to remove the effect of events which occur at the same time in the survey every year. However, there are some events, like holidays, which are not always at the same time in the survey cycle or which are not at the same time across Australia. The effects of these types of events on Labour Force Survey estimates cannot in all cases be removed, because the pattern of their effects cannot be determined. However, two events which are adjusted for in the seasonally adjusted series are the January interview start date and the timing of Easter.

12 Trend estimates help the user to identify the underlying magnitude and direction of a time series. Seasonal adjustment removes the effect of the last three listed influences from the data, leaving only trend and short-term irregular movements. Trend estimates are then obtained by removing the effects of the short-term irregularities, which in some series can be a major contributor to movements in the original data.

13 Trend estimates are produced by smoothing the seasonally adjusted series using a statistical procedure based on Henderson moving averages. At each time point in a series, a trend estimate is calculated using a centred x-term Henderson moving average of the seasonally adjusted series. The moving averages are centred on the point in time at which the trend is being estimated. The number of terms used to calculate the trend varies across surveys. Generally, ABS monthly surveys use a 13-term moving average and quarterly surveys use a 7-term moving average.

14 Estimates for the most recent time points cannot be calculated using the centred average method as there are insufficient data to do so. Instead, alternative approaches that approximate the smoothing properties of the Henderson moving average are used. This can lead to revision in the trend estimates for the most recent time periods until sufficient data are available to calculate the trend using the centred Henderson moving average. Revisions of trend estimates will also occur with revisions to the original data and re-estimation of seasonal adjustment factors.

15 Seasonal factors are reviewed at least annually for ABS labour series, to take account of additional original data. The results of the latest reviews were used to compile the trend estimates given in this publication. For further information about the most recent reviews of seasonal factors for the labour surveys, see the following publications:

- for labour force see [Labour Force, Australia](#) (cat. no. 6202.0)
- for labour price index see [Labour Price Index, Australia](#) (cat. no. 6345.0)
- for average weekly earnings see [Average Weekly Earnings, Australia](#) (cat. no. 6302.0)
- for public sector employees see [Employment and Earnings, Public Sector, Australia, 2007-08](#) (cat. no. 6248.0.55.002)
- for job vacancies see [Job Vacancies, Australia](#) (cat. no. 6354.0).

16 The general methods used in the ABS for estimating trends are described in [Information Paper: A Guide to Interpreting Time Series - Monitoring Trends](#) (cat. no. 1349.0).

RELIABILITY OF ESTIMATES

17 Estimates in this publication are subject to two types of error:

- sampling error - errors that occur because the data were obtained from a sample rather than the entire population
- non-sampling error - errors that occur at any stage of a survey and can also occur in a census, e.g. incorrect responses to questions, processing errors, frame deficiencies.

18 For more information on these sources of error, and on measures of these types of errors, including standard errors, refer to the main publications associated with each of the data series presented in this publication (see the relevant sections later in these Explanatory Notes). More information on standard errors applying to LFS estimates is contained in [Information Paper: Labour Force Survey Standard Errors, 2005](#) (cat. no. 6298.0). To assist users, a spreadsheet incorporating the revised standard error models using composite estimation is available from [Labour Force Survey Standard Errors, Data Cube, 2007](#) (cat. no. 6298.0.55.001).

ROUNDING

19 Estimates have been rounded and discrepancies may occur between sums of the component items and totals.

LABOUR FORCE SURVEY DATA

Description of the survey

20 Data in tables 1.1-1.7, 2.1-2.10, 3.1-3.3, and 4.1-4.6 are obtained from the Labour Force Survey (LFS), which provides extensive information about the labour market on a monthly basis. The LFS is a component of the Monthly Population Survey (MPS), which includes the LFS and supplementary surveys.

Monthly Population Survey

21 The MPS is a population survey based on a multi-stage area sample of private dwellings (currently about 23,000 houses, flats, etc.), and list samples of discrete Indigenous communities and non-private dwellings (hospitals, hotels, motels, etc.), and covers about 0.24% of the population of Australia. The information is obtained from occupants of selected dwellings by interviewers, with the first interview conducted face-to-face and subsequent interviews over the telephone. Once selected, households are included for eight consecutive months before being replaced.

Labour Force Survey

22 The LFS has been conducted on a monthly basis since February 1978. Prior to that, from 1964 to 1978, a national survey was conducted quarterly. Telephone interviewing was introduced between August 1996 and February 1997. New questionnaires have been introduced periodically, most recently in April 2001.

23 The LFS includes all usual residents of Australia aged 15 and over except:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from census and estimated population counts
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants) stationed in Australia.

24 From July 1993, Jervis Bay Territory has been excluded from the scope of the LFS.

Supplementary surveys

25 The supplementary surveys collect additional data on a different topic each month. Many topics covered are rotated on an annual or less frequent basis, while others are included once only. Results from each supplementary survey topic are released separately. A list of topics covered in recent years is in Appendix 3.

26 The supplementary surveys include a subset of the persons included in the LFS (see paragraph 20). The additional exclusions for most supplementary surveys are:

- persons living in private dwellings in remote and sparsely settled parts of Australia
- institutionalised persons
- boarding school pupils.

Multi-Purpose Household Survey

27 The Multi-Purpose Household Survey (MPHS) was introduced in 2004-05. This survey vehicle is designed to provide statistics annually for a number of small, self contained topics, including a number of labour related topics. Data for MPHS topics are collected each month over a financial year. A list of topics covered in recent years is in Appendix 3.

28 In addition to those already excluded from the LFS, the following people are excluded from most MPHS topics:

- people under 15 years
- people living in private dwellings in very remote parts of Australia
- people living in non-private dwellings such as hotels, university residences, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities) and inmates of prisons
- visitors to private dwellings.

29 Depending on the topic, there may be further exclusions from scope. For example, some MPHS topics collect information only from a certain population or interest group (e.g. information on retirement and retirement intentions is collected from people aged 45 years or over).

Reference period

30 Interviews are generally conducted during the two weeks beginning on the Monday between the 6th and 12th of each month, with questions relating to the week prior to the interview (the reference week).

Notes on data

31 From time to time, changes to survey methodology affect the time series produced. Some examples of changes to this survey are: new questions added to the LFS questionnaire in April 2001; and the introduction of telephone interviewing in 1996-97.

32 In February 2004 the definition of unemployed persons was changed to include all persons who were waiting to start work and were available to start in the reference week, with consequent revisions to data from April 2001 to January 2004. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2003](#) (cat. no. 6292.0).

33 In May 2007, an improved method of estimation, known as composite estimation, was introduced into the Labour Force Survey. In introducing this change the ABS revised unit record data from April 2001 to April 2007 based on the new estimation method. While estimates for periods prior to April 2001 are unrevised and were compiled using a different estimation method, no trend break was identified in the employed persons series. Also, no change was identified in the trend breaks in the unemployed persons and unemployment rate series which arose with the introduction of a redesigned survey form in April 2001. For further details, see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2007](#) (cat. no. 6292.0).

34 The sample size of the Labour Force Survey for July 2008 was reduced by 24% when compared with the June 2008 sample. Detailed information about the sample reduction is provided in [Information Paper: Labour Force Survey Sample Design, Nov 2007 \(Second edition\)](#) (cat. no. 6269.0), which was released on 25 July 2008.

35 The reduced sample will still be representative, with selections made across all parts of Australia. However, there will be increased volatility in the estimates, particularly the original and seasonally adjusted estimates. Therefore, the ABS continues to encourage users to focus on trend estimates.

Population benchmarks

36 Labour Force Survey estimates are calculated in such a way as to add up to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are projections of the most recently released quarterly Estimated Resident Population (ERP) data. For information on the methodology used to produce the ERP see [Australian Demographic Statistics Quarterly](#) (cat. no. 3101.0). To create the population benchmarks for the Labour Force Survey, the most recently released quarterly ERP estimates are projected forward one quarter past the period for which they are required. The projection is based on the historical pattern of each population component - births, deaths, interstate migration and overseas migration. By projecting one quarter past that needed for the current population benchmarks, demographic changes are smoothed in, thereby making them less noticeable in the population benchmarks.

37 The ERP series are revised annually in the March quarter issue of [Australian Demographic Statistics Quarterly](#) (cat. no. 3101.0), released in September each year, to incorporate more up to date information available for the population components. The revised ERP estimates are used to update the quarterly population projections used in creating the Labour Force Survey population benchmarks. Benchmarks already used in producing the Labour Force Survey estimates are not updated. A process of smoothing is used in the creation of population benchmarks to reduce the effect of these annual revisions to ERP estimates on the Labour Force Survey population benchmarks.

38 Every five years the ERP series are revised to incorporate additional information available from the latest Census of Population and Housing. Following the incorporation of Census information, the ERP series prior to the latest Census are final and subject to no further revision. Labour Force Survey population benchmarks, and the estimates, are revised following this 5-yearly revision in the ERP. From the February 2009 issue of this publication, labour force estimates have been compiled using population benchmarks based on the results of the 2006 Census of Population and Housing. Revisions were made in that issue to historical labour force estimates from January 2001 to January 2009.

Estimation method

39 The estimation method used in the Labour Force Survey is composite estimation, which was introduced in May 2007. Composite estimation combines data collected in the previous six months with current month's data to produce the current month's estimates, thereby exploiting the high correlation between overlapping samples across months in the Labour Force Survey. The Composite Estimator combines the previous and current months' data by applying different factors according to length of time in the survey. After these factors are applied, the seven months of data are weighted to align with current month population benchmarks. For details see [Information Paper: Forthcoming Changes to Labour Force Statistics, 2007](#) (cat. no. 6292.0).

Families series

40 The families estimates use family relationship information collected as part of the LFS. The survey questions used to determine family relationships are restricted to persons enumerated as usual residents of private dwellings. That is, the following persons are excluded from the family estimates:

- all persons enumerated in non-private dwellings (including hotels, motels, hospitals and other institutions)
- persons enumerated as visitors to (rather than usual residents of) private dwellings.

41 Family relationship information is determined for persons enumerated as usual residents of private dwellings that are in scope of LFS. This information is also determined for some additional persons who are enumerated as usual residents of private dwellings and are:

- aged less than 15 years
- out of scope of the LFS (i.e. persons who are permanent members of the Australian defence forces)
- away from their usual residence for more than six weeks
- for whom there was not a fully completed LFS questionnaire (but sufficient family relationship information was collected).

Further information and data on the LFS

42 LFS estimates are published monthly in [Labour Force, Australia](#) (cat. no. 6202.0). A series of time series spreadsheets are released at the same time as this publication under cat. no. 6202.0.55.001. More detailed estimates are released, in electronic format, one week later, under cat. no. 6291.0.55.001 for monthly data, or cat. no. 6291.0.55.003 for quarterly data. All electronic data can be accessed via the ABS

website at <https://www.abs.gov.au>. Additional data are available on request.

43 For further information about the range of LFS products and services, and the concepts and methodology used in the LFS, refer to **Information Paper: Changes to Labour Force Survey Products** (cat. no. 6297.0) and **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

INTERNATIONAL DATA

44 Table 1.8 contains data from the International Labour Organisation.

45 Estimates of key indicators of the labour markets from various countries have been included for comparison with Australian estimates of labour force participation, employment, unemployment and unemployment rates.

EMPLOYER SURVEY DATA

46 Tables 2.11-2.12, 5.1-5.3, 6.1-6.2 and 7.1 of this publication contain data from ABS employer surveys.

Scope of employer surveys

47 Except where otherwise noted, the sample for ABS labour employer surveys is selected from the ABS Business Register, which is primarily based on registrations to the Australian Taxation Office's (ATO) Pay As You Go Withholding scheme. The population is updated quarterly to take account of new businesses, businesses that have ceased employing, changes in employment levels, changes in industry, and other general business changes. Businesses excluded from the scope of the employer surveys are:

- those primarily engaged in Agriculture, forestry and fishing (except for the Survey of Employment and Earnings)
- private households employing staff
- overseas embassies, consulates, etc.
- those located outside Australia.

PUBLIC SECTOR EMPLOYEES DATA

Description of the survey

48 Tables 2.11 and 2.12 contain employment data from the Survey of Employment and Earnings - Public Sector (SEE).

49 The Survey of Employment and Earnings was conducted on a quarterly basis from the September quarter 1983. The June quarter 2007 issue of the publication **Wage and Salary Earners, Public Sector, Australia** (cat. no. 6248.0.55.001) was the final issue. The quarterly survey has been replaced with an annual survey commencing with the 2007-08 reference year with data available in the publication **Employment and Earnings, Public Sector, Australia, 2007-08** (cat. no. 6248.0.55.002). The survey measures both the number of public sector wage and salary earners employed at the last pay period of the financial year and the total earnings paid to employees for the financial year.

Reference period

50 The reference period for employment is the last pay period of the financial year.

Notes on data

51 The private sector component of the Survey of Employment and Earnings was discontinued after the December quarter 2001.

52 The privatisation of Telstra Corporation in November 2006 significantly impacted the public sector employment series. Telstra Corporation was effectively privatised on 20 November 2006. For the purpose of ABS statistics this change from public sector to private sector is effective from March quarter 2007. For more information please see **Information Paper: Future Treatment of Telstra in ABS Statistics, 2007** (cat. no. 8102.0).

53 As a result of privatisation, Telstra Corporation was no longer in the scope of SEE, and Telstra data were excluded from the series from March quarter 2007. As a result, a trend break was applied to the Commonwealth government and total public sector employees series between November 2006 and February 2007.

Further information

54 For further information about data relating to public sector employees, and the concepts and methodology used, refer to **Employment and Earnings, Public Sector, Australia, 2007-08** (cat. no. 6248.0.55.002), and **Labour Statistics: Concepts, Sources and Methods** (cat. no. 6102.0.55.001).

WAGE PRICE INDEX DATA

55 Table 5.1 contains data from the **Labour Price Index, Australia** (cat. no. 6345.0) publication.

Description of the survey

56 The Labour Price Index (LPI) measures change in the price of labour in the Australian labour market, unaffected by changes in the quality or quantity of work performed, i.e. it is unaffected by changes in the composition of the labour force, hours worked, or changes in

characteristics of employees (e.g. work performance). In the LPI, index numbers are compiled for a range of wage and non-wage costs. Information about the wage price indexes has been released for each quarter since September 1997. Approximately 20,000 matched jobs from 4,800 businesses are priced each quarter.

Reference period

57 The reference period for the survey is the last pay period ending on or before the third Friday of the mid-month of the quarter.

Further information

58 For further information about the range of products and services relating to the Wage Price Index, and the concepts and methodology used, refer to [Labour Price Index, Australia](#) (cat. no. 6345.0), the associated time series spreadsheets available from the ABS website and [Labour Price Index, Concepts, Sources and Methods](#) (cat. no. 6351.0.55.001).

AVERAGE WEEKLY EARNINGS DATA

59 Table 5.2 contains data from the Survey of Average Weekly Earnings (AWE).

Description of the survey

60 The Survey of Average Weekly Earnings has been conducted quarterly since August 1981. Approximately 5,500 businesses contribute to the survey each quarter. The purpose of the survey is to measure average gross weekly earnings of employee jobs in Australia.

61 Average weekly earnings statistics represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of numbers of employees. Changes in the averages may be affected not only by changes in the level of earnings of employees but also by changes in the overall composition of the wage and salary earner segment of the labour force.

Reference period

62 The reference period for the survey is the last pay period ending on or before the third Friday of the middle month of the quarter. For non-weekly payrolls, businesses are asked to provide one week's portion.

Notes on data

63 The privatisation of Telstra Corporation in November 2006 has significantly impacted on the private sector and public sector average weekly earnings series. Telstra Corporation was effectively privatised on 20 November 2006. For the purposes of ABS statistics this change from public sector to private sector is effective from March quarter 2007. The effect of this change is significant for both the private sector and public sector series. As a result, a trend break has been applied to both series between November 2006 and February 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

Further information

64 For further information about average weekly earnings statistics and the concepts and methodology used refer to [Average Weekly Earnings, Australia](#) (cat. no. 6302.0), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

NATIONAL ACCOUNTS DATA

65 Table 5.3 contains data from the Australian National Accounts.

66 Estimates of compensation of employees are contained within the Income Accounts of the Australian National Accounts, which are published in [Australian System of National Accounts](#) (cat. no. 5204.0) and [Australian Economic Indicators](#) (cat. no. 1350.0). For further information on how estimates are obtained, see [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0).

INDUSTRIAL DISPUTES DATA

67 Tables 6.1 and 6.2 contain data from the Industrial Disputes collection.

Description of the survey

68 The ABS has been collecting information about industrial disputes since 1913. The Industrial Disputes collection produces estimates of the number of industrial disputes (where ten or more working days are lost), employees involved, and working days lost.

69 The scope of the Industrial Disputes collection is restricted to employing businesses at which an industrial dispute has occurred. For this collection, industrial disputes are defined as work stoppages of ten working days or more. Ten working days are equivalent to the amount of ordinary time worked by ten people in one day, regardless of the length of the stoppage, e.g. 3,000 workers on strike for two hours would be counted as 750 working days lost (assuming they work an eight-hour day).

70 Effects on other establishments not directly involved in the dispute, such as stand-downs because of lack of materials, disruption of transport services, power cuts, etc. are not included in the scope of this collection.

Reference period

71 The collection reference period is the calendar quarter.

Further information

72 For further information about industrial disputes statistics, and the concepts and methodology used, refer to the electronic publication [Industrial Disputes, Australia](#) (cat. no. 6321.0.55.001), and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

JOB VACANCIES DATA

73 Table 7.1 contains data from the Job Vacancies Survey (JVS).

Description of the survey

74 The Job Vacancies Survey has been conducted since November 1983 and is a quarterly sample survey of approximately 5,000 employers. The survey produces estimates of the number of job vacancies in Australia. The May 2008 issue of the publication [Job Vacancies, Australia](#) (cat. no. 6354.0), released in June 2008, was the final issue for 2008. The Job Vacancies Survey was not conducted during 2008-09 but will be reinstated in November 2009.

Reference date

75 The reference date for the survey is the third Friday of the middle month of the quarter.

Notes on data

76 Prior to the August quarter 1999, job vacancies statistics were collected as part of the Job Vacancies and Overtime Survey. The overtime component of the survey ceased following the May quarter 1999.

77 The privatisation of Telstra Corporation in November 2006 impacted the private sector and public sector job vacancies series. For the purposes of ABS statistics this change from public sector to private sector was effective from March quarter 2007. For more information please see [Information Paper: Future Treatment of Telstra in ABS Statistics, 2007](#) (cat. no. 8102.0).

78 Although the privatisation of Telstra Corporation in November 2006 impacted on both the private and public sector series, the effect was significant only for the public sector series. As a result, a trend break was applied to the public sector series between November 2006 and February 2007.

Further information

79 For further information about the range of products and services relating to ABS job vacancies statistics, and the concepts and methodology used, refer to [Job Vacancies, Australia](#) (cat. no. 6354.0), the associated time series spreadsheets available from the ABS website and [Labour Statistics: Concepts, Sources and Methods](#) (cat. no. 6102.0.55.001).

Glossary

GLOSSARY

Active steps to find work

Includes writing, telephoning or applying in person to an employer for work; answering an advertisement for a job; checking factory noticeboards or the touchscreens at Centrelink offices; being registered with Centrelink as a jobseeker; checking or registering with any other employment agency; advertising or tendering for work; and contacting friends or relatives.

Actual hours worked

The hours actually worked during the reference week, not necessarily hours paid for.

Adult employees

Adult employees are those employees 21 years of age or over and those employees who, although under 21 years of age, are paid at the full adult rate for their occupation.

Aggregate (actual) hours worked

The total number of hours a group of employed persons has actually worked during the reference week, not necessarily hours paid for.

Attending full-time education

Persons aged 15-24 years who were enrolled full-time at secondary school, high school, Technical and Further Education (TAFE) college, university, or other educational institution in the reference week.

Average compensation per employee

National Accounts. The total compensation of employees divided by the number of employees.

Average earnings (National Accounts basis)

See **average compensation per employee**.

Average hours worked

Aggregate hours worked by a group divided by the number of persons in that group.

Average weekly earnings

Average weekly earnings represent average gross (before tax) earnings of employees and do not relate to average award rates nor to the earnings of the 'average person'. Estimates of average weekly earnings are derived by dividing estimates of weekly total earnings by estimates of number of employees. For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

Civilian population aged 15 years and over

All usual residents of Australia aged 15 years and over except members of the permanent defence forces, certain diplomatic personnel of overseas governments customarily excluded from census and estimated population counts, overseas residents in Australia, and members of non-Australian defence forces (and their dependants) stationed in Australia.

Commonwealth government employees

Employees of all departments, agencies and authorities created by or reporting to the Commonwealth Parliament. Those bodies run jointly by the Commonwealth Government and state governments are classified to Commonwealth.

Compensation of employees

National Accounts. The total remuneration, in cash or in kind, payable by enterprises to employees in return for work done by the employees during the accounting period. Compensation of employees comprises wages and salaries (in cash and in kind) and **employers' social contributions**. Compensation of employees is not payable in respect of unpaid work undertaken voluntarily, including the work done by members of a household within an unincorporated enterprise owned by the same household. Compensation of employees excludes any taxes payable by the employer on the wage and salary bill (e.g. payroll tax, fringe benefits tax). See **Australian System of National Accounts: Concepts, Sources and Methods** (cat. no. 5216.0) for further information.

Contributing family worker

A person who works without pay, in an economic enterprise operated by a relative.

Country of birth

Classified according to the **Standard Australian Classification of Countries (SACC)** (cat. no. 1269.0).

Couple families

A family based on two persons who are in a registered or de facto marriage and who are usually resident in the same household.

Dependants

All family members under 15 years, and all children aged 15-24 years attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent child

Any child in a family under 15 years of age or aged 15-24 years who is attending full-time education (except those who have a partner or child of their own usually resident in the household).

Dependent student

A child who is 15-24 years of age, who is attending full-time education, and who has no partner or child of his or her own usually resident in the same household.

Discouraged jobseekers

Persons with marginal attachment to the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not actively looking for work was that they believed they would not find a job for any of the following reasons:

- considered to be too young by employers
- considered to be too old by employers
- lacked necessary schooling, training, skills or experience
- difficulties because of language or ethnic background
- no jobs in their locality or line of work
- no jobs available at all
- no jobs in suitable hours.

Duration of unemployment

Under the redesigned LFS questionnaire, implemented in April 2001, the definition of duration of unemployment is the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person

last worked in any job for two weeks or more, until the end of the reference week; whichever was the shorter period.

Prior to April 2001, duration of unemployment was defined in the LFS as the period of time from when an unemployed person began looking for work, until the end of the reference week; or the period of time since an unemployed person last worked full-time for two weeks or more, until the end of the reference week; whichever was the shorter period.

Employed

Employed persons include all persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind in a job or business, or on a farm (comprising employees, employers and own account workers); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
 - away from work for less than four weeks up to the end of the reference week; or
 - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
 - away from work as a standard work or shift arrangement; or
 - on strike or locked out; or
 - on workers' compensation and expected to return to their job; or
- were employers or own account workers, who had a job, business or farm, but were not at work.

Employed full-time

See **full-time employed**.

Employed part-time

See **part-time employed**.

Employee

Labour Force Survey and other household surveys. A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or a person who operates their own incorporated enterprise with or without hiring employees.

Employer surveys. Employees are wage and salary earners who received pay for any part of the reference period. For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

Employee job

Wage Price Index (WPI). A job for which the occupant receives remuneration in wages, salary, payment in kind, or piece rates. All employee jobs in all employing organisations (except those excluded from all ABS labour employer surveys) are in scope of the WPI, except the following:

- 'non-maintainable' jobs (i.e. jobs that are expected to be occupied for less than six months of a year)
- jobs for which wages and salaries are not determined by the Australian labour market (e.g. working proprietors of small incorporated enterprises, most employees of Community Development Employment Programs, jobs where the remuneration is set in a foreign country).

For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

Employer

Labour Force Survey and other household surveys. A person who operates their own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

Employer surveys. A business with one or more employees.

Employers' social contributions

National Accounts. Contributions by employers to pension and superannuation funds; and premiums paid by employers to workers' compensation schemes for occupational injuries and diseases.

Employment to population ratio

For any group, the number of employed persons expressed as a percentage of the civilian population in the same group.

Extended labour force underutilisation rate

The unemployed, plus the underemployed, plus two groups who are marginally attached to the labour force:

- (i) persons actively looking for work, not available to start work in the reference week, but available to start work within four weeks and
- (ii) discouraged jobseekers

as a percentage of the labour force augmented by (i) and (ii).

For more information see datacube 'Table 1.1. Extended Labour Force Underutilisation Rate' and the Technical Report 'Extended Labour Force Underutilisation Rate' in the July 2009 issue of this publication.

Family

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering; and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

Family reference person

In families which are not couple families or one-parent families, as defined, the family reference person is the eldest person in the household.

Former workers

Unemployed persons who have previously worked for two weeks or more but not in the last two years.

Full-time educational attendance

Persons aged 15-19 who, during the reference week were enrolled full-time at secondary or high schools, and those aged 15-24 who, during the reference week, were enrolled full-time at a Technical and Further Education (TAFE) college, university, or other tertiary educational institution.

Full-time employed

Household surveys. Persons employed full-time are those employed persons who usually worked 35 hours or more a week (in all jobs) and those who, although usually working less than 35 hours a week, worked 35 hours or more during the reference week.

Full-time employees

Employer surveys. Full-time employees are permanent, fixed term or casual employees who normally work the agreed or award hours for a full-time employee in their occupation and received pay for any part of the reference period. If agreed or award hours do not apply, employees are regarded as full-time if they ordinarily work 35 hours or more per week.

Gross domestic product (GDP)

National Accounts. The total market value of goods and services produced in Australia within a given period after deducting the cost of goods and services used up in the process of production but before deducting allowances for the consumption of fixed capital. Thus gross domestic product, as here defined, is at 'market prices'. It is equivalent to gross national expenditure plus exports of goods and services less imports of goods and services. See [Australian System of National Accounts: Concepts, Sources and Methods](#) (cat. no. 5216.0) for further information.

Household

A group of one or more persons in a private dwelling who consider themselves to be separate from other persons (if any) in the dwelling, and who make regular provision to take meals separately from other persons, i.e. at different times or in different rooms. Lodgers who receive accommodation but no meals are treated as separate households. Boarders who receive both accommodation and meals are not treated as separate households. A household may consist of any number of families and non-family members.

Industrial dispute

An industrial dispute is defined as a state of disagreement over an issue or group of issues between an employer and its employees, which results in employees ceasing work. Industrial disputes comprise strikes, which are a withdrawal from work by a group of employees; and lockouts, which are a refusal by an employer or group of employers to permit some or all of their employees to work.

Industry

An industry is a group of businesses or organisations that perform similar sets of activities in terms of the production of goods and services. Industry is classified according to the [Australian and New Zealand Standard Industrial Classification \(ANZSIC\), 2006](#) (cat. no. 1292.0). The industry assigned to an employed person is the industry of the organisation in which the person's main job is located. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the industry of their most recent job.

Job leavers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job voluntarily** - that is, because (for example): of unsatisfactory work arrangements/pay/hours; the job was a holiday job or they left the job to return to studies; or their last job was running their own business and they closed down or sold that business for reasons other than financial difficulties.

Job losers

Unemployed persons who have worked for two weeks or more in the past two years and **left that job involuntarily**: that is, they were laid off or retrenched from that job; left that job because of their own ill-health or injury; the job was seasonal or temporary; or their last job was running their own business and the business closed down because of financial difficulties.

Job vacancy

A job vacancy is an employee job available for immediate filling on the survey reference date and for which recruitment action has been taken. Recruitment action includes efforts to fill vacancies by advertising, by factory notices, by notifying public or private employment agencies or trade unions and by contacting, interviewing or selecting applicants already registered with the enterprise or organisation. Excluded are vacancies:

- for jobs which became vacant on the survey date and were filled that same day
- for jobs of less than one day's duration
- to be filled by persons already hired, or by promotion or transfer of existing employees
- to be filled by employees returning from paid or unpaid leave or after industrial dispute(s)

- not available for immediate filling on the survey reference date
- for work to be carried out by contractors
- for which no recruitment action has been taken
- where a person has been appointed but has not yet commenced duty
- to be filled by staff from contract labour agencies
- for jobs available only to persons already employed by the enterprise or organisation.

For information about scope exclusions applying to employer surveys, refer to paragraph 47 of the Explanatory Notes.

Labour force

The labour force is the labour supply available for the production of economic goods and services in a given period, and is the most widely used measure of the economically active population. Persons in the labour force are classified as either employed or unemployed according to their activities during the reference period by using a specific set of priority rules.

Labour force status

A classification of the civilian population aged 15 years and over into employed, unemployed or not in the labour force, as defined. The definitions conform closely to the international standard definitions adopted by the International Conferences of Labour Statisticians.

Labour force underutilisation rate

The unemployed plus the underemployed, as a percentage of the labour force.

Local government employees

Employees of municipalities and shires and other local authorities created by or subject to the provisions of local government legislation, such as county councils in New South Wales.

Lone parent

A person who has no spouse or partner present in the household but who forms a parent-child relationship with at least one dependent or non-dependent child usually resident in the household.

Lone person

A person who makes provision for their food and other essentials for living, without combining with any other person to form part of a multi-person household. They may live in a dwelling on their own or share a dwelling with another individual or family.

Long-term unemployed

Persons unemployed for 12 months or more. See **duration of unemployment** for details of the calculation of duration of unemployment.

Long-term unemployment rate

The number of long-term unemployed persons expressed as a percentage of the labour force.

Marginal attachment to the labour force

Persons who were not in the labour force in the reference week, wanted to work, and:

- were actively looking for work but did not meet the availability criteria to be classified as unemployed or
- were not actively looking for work but were available to start work within four weeks or could start work within four weeks if child care was available.

The criteria for determining those in the labour force are based on activity (i.e. working or looking for work) and availability to start work during the reference week. The criteria associated with marginal attachment to the labour force, in particular the concepts of wanting to work and reasons for not actively looking for work, are more subjective. Hence, the measurement against these criteria is affected by the respondent's own interpretation of the concepts used. An individual respondent's interpretation may be affected by their work aspirations, as well as family, economic and other commitments.

Marital status

See **social marital status**.

Mean age

The sum of the ages of all the persons in a group, divided by the total number of persons in that group.

Mean duration of unemployment

The sum of the duration of unemployment of all the unemployed persons in a group, divided by the total number of unemployed persons in that group.

Median age

The age which divides a group of persons into two equal groups: one comprising persons whose age is above the median; and the other, persons whose age is below it.

Median duration of unemployment

The duration which divides unemployed persons into two equal groups: one comprising persons whose duration of unemployment is above the median; and the other, persons whose duration is below it.

Non-dependent child

A child of a couple or lone parent usually resident in the household, aged over 15 years and who is not a dependent student aged 15-24 years, and who has no partner or child of their own usually resident in the household.

Non-family member

A person who is not related to any other member of the household in which they are living.

Not in the labour force

Persons who were not classified as employed or unemployed.

Occupation

An occupation is a collection of jobs that are sufficiently similar in their main tasks to be grouped together for the purposes of classification. Occupation is classified according to the **ANZSCO Australian and New Zealand Standard Classification of Occupations, First Edition, 2006** (cat. no. 1220.0). The occupation assigned to an employed person relates to the person's main job. Unemployed persons who had worked for two weeks or more in the last two years are classified according to the occupation of their most recent job.

One-parent family

A family consisting of a lone parent with at least one dependent or non-dependent child (regardless of age) who is also usually resident in the household.

Ordinary time earnings

See **weekly ordinary time earnings**.

Original series

Estimates produced directly from the survey data, before seasonal adjustment or trend estimation takes place.

Other family

Related individuals residing in the same household who do not form a couple or parent-child relationship with any other person in the household and are not attached to a couple or one parent family in the household. If two brothers, for example, are living together and neither is a spouse, a lone parent or a child, then they are classified as 'other family'.

Overtime earnings

See **weekly overtime earnings**.

Own account workers

People who operate their own unincorporated economic enterprise or engaged independently in a profession or trade, and hired no employees.

Owner managers of incorporated enterprises

People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'. Technically they are employees, however, they are similar in characteristics to owner managers of unincorporated enterprises.

Owner managers of unincorporated enterprises

People who operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession. These people are classified as employers under 'status in employment' if their business has employees, or own account workers if they do not.

Participation rate

The labour force participation rate for any group within the population is the labour force component of that group, expressed as a percentage of the population in that group.

Part-time employed

Household surveys. Persons employed part-time are those employed persons who usually worked less than 35 hours a week (in all jobs) and either did so during the reference week, or were not at work in the reference week.

Reason for leaving last job

Unemployed persons who had worked for two weeks or more in the past two years classified by whether they left that job voluntarily, that is, job leavers; or left that job involuntarily, that is, job losers.

Seasonally adjusted series

A time series of estimates with the estimated effects of normal seasonal variation removed. See paragraphs 7-13 of the Explanatory Notes for more detail.

Social marital status

Social marital status is the relationship status of an individual with reference to another person who is usually resident in the household. A marriage exists when two people live together as husband and wife, or partners, regardless of whether the marriage is formalised through registration. Individuals are, therefore, regarded as married if they are in a de facto marriage, or if they are living with the person to whom they are registered as married.

State capital cities

The areas determining the six state capital cities are the Statistical Divisions for those capital cities defined in the **Statistical Geography: Volume 1 - Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

State government employees

Employees of all State government departments and authorities created by, or reporting to, State Parliaments, including organisations for which the Commonwealth has assumed financial responsibility. Following self-government, the Northern Territory and the Australian Capital Territory administrations have been classified to State Governments. Employees of State Governments employed interstate are included in the estimates of the State in which they are based.

Status in employment

Employed persons classified by whether they were employees, employers, own account workers or contributing family workers.

Total earnings

See **weekly total earnings**.

Total hourly rates of pay index excluding bonuses

Wage Price Index. This index measures quarterly change in a weighted combination of ordinary time and overtime hourly rates of pay. See **Labour Price Index, Australia** (cat. no. 6345.0) for more information.

Trend series

A smoothed seasonally adjusted series of estimates. See paragraphs 7-13 of the Explanatory Notes for more detail.

Underemployed workers

Underemployed workers are employed persons who want, and are available for, more hours of work than they currently have. They comprise:

- persons employed part-time who want to work more hours and are available to start work with more hours, either in the reference week or in the four weeks subsequent to the survey
- persons employed full-time who worked part-time hours in the reference week for economic reasons (such as being stood down or insufficient work being available). It is assumed that these people wanted to work full-time in the reference week and would have been available to do so.

Underemployment rate

The number of underemployed workers expressed as a percentage of the labour force.

Unemployed

Persons aged 15 years and over who were not employed during the reference week, and

- had actively looked for full-time or part-time work at any time in the four weeks up to the end of the reference week and were available for work in the reference week, or
- were waiting to start a new job within four weeks from the end of the reference week and could have started in the reference week if the job had been available then.

Unemployed looking for first full-time job

Unemployed persons looking for full-time work who had never worked full-time for two weeks or more.

Unemployed looking for first job

Unemployed persons who had never worked for two weeks or more.

Unemployed looking for full-time work

Unemployed persons who:

- actively looked for full-time work, or
- were waiting to start a new full-time job.

Unemployed looking for part-time work

Unemployed persons who:

- actively looked for part-time work only, or

- were waiting to start a new part-time job.

Unemployment rate

The number of unemployed persons expressed as a percentage of the labour force.

Unemployment to population ratio

For any group, the number of unemployed persons expressed as a percentage of the civilian population aged 15 and over in the same group.

Usual hours worked

The hours usually worked per week by an employed person.

Wage and salary earners

See **employee**.

Weekly ordinary time earnings

Weekly ordinary time earnings refers to one week's earnings of employees for the reference period attributable to award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation, board and lodging) have been made. Included are piecework payments and one week's portion of regular production and task bonuses and commissions. Excluded are overtime payments and payments not related to the reference period, e.g. bonus payments for earlier periods of work.

Weekly overtime earnings

Weekly overtime earnings refers to payment for hours worked in the reference week in excess of award, standard or agreed hours of work, calculated before taxation and any other deductions (e.g. superannuation) have been made.

Weekly total earnings

Weekly total earnings of employees is equal to weekly ordinary time earnings plus weekly overtime earnings.

Working days lost

Refers to working days lost by employees directly and indirectly involved in the dispute.

Working days lost per thousand employees

Calculated for a quarterly period by dividing the total number of working days lost in the period by the total number of employees in the Australian labour force in the period (obtained from the ABS Labour Force Survey) and multiplying by 1,000.

Abbreviations

ABBREVIATIONS

The following symbols and abbreviations are used in this publication:

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
ATO	Australian Taxation Office
AWE	average weekly earnings
EEH	Survey of Employee Earnings and Hours
ERP	estimated resident population
GDP	gross domestic product
ID	industrial disputes
ILO	International Labour Organization
JVS	Job Vacancies Survey
LFS	Labour Force Survey
LPI	labour price index
MPHS	Multipurpose Household Survey
MPS	Monthly Population Survey
qtr	quarter
RSE	relative standard error
SEE	Survey of Employment and Earnings
WPI	wage price index

Data sources for tables (Appendix)

APPENDIX 1 DATA SOURCES FOR TABLES

HOW TO FIND DATA SOURCES

All ABS statistics on the ABS website can be downloaded free of charge.

To find a labour market related publication, spreadsheet or datacube on the ABS website, go to <https://www.abs.gov.au> [Statistics - By Catalogue Number - 6. Labour Statistics and Prices]. All products can be accessed by catalogue number and subject e.g. to find the publication **Labour Force, Australia** (cat. no. 6202.0), look under '62. Labour force'. Select '6202.0 - Labour Force, Australia' and from the Summary tab select the Details tab.

No.	Table description	Data source	Notes
1.1	Labour force status: trend series	Labour Force, Australia (cat. no. 6202.0) 6202.0.22.001 spreadsheet table 1	
1.2	Age by marital status	6291.0.55.001 spreadsheet table 1	
1.3	States and territories	Labour Force, Australia (cat. no. 6202.0) 6291.0.55.001 spreadsheet table 2	Excludes Capital city/balance of state
1.4	Educational attendance	6291.0.55.001 spreadsheet table 3a	More detailed Age
1.5	Country of birth	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM5	Includes Sex, Age, State, less detailed Country of birth
		6291.0.55.001 data cube LM6	Includes Sex, State
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
	Year of arrival	6291.0.55.001 data cube LM4	Includes Sex, State, less detailed Country of birth
		6291.0.55.001 data cube LM7	Includes Sex, State, less detailed Country of birth
1.6	Relationship in household	6291.0.55.001 data cube FM1	Includes State
		6291.0.55.001 data cube FM2	Includes Age
		6291.0.55.001 data cube FM3	Includes Hours worked
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[Labour force projections: 1999-2016](#)

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[Revisions to monthly labour force estimates](#)

January 1999

[Concordance between the first and second editions](#) of the **Australian Standard Classification of Occupations (ASCO)** - revised

Related publications (Appendix)

APPENDIX 3 RELATED PUBLICATIONS

Title	cat. no.	Frequency	Reference period
Labour force supplementary surveys			
Childhood Education and Care, Australia	4402.0	Irregular	Jun 2008
Child Employment, Australia	6211.0	Irregular	Jun 2006
Education & Work, Australia	6227.0	Annual	May 2008
Employee Earnings, Benefits & Trade Union Membership, Australia	6310.0	Annual	Aug 2008
Forms of Employment, Australia	6359.0	Annual	Nov 2008
Job Search Experience, Australia	6222.0	Annual	Jul 2008
Labour force Experience, Australia	6206.0	Biennial	Feb 2009
Labour Force Status & Other Characteristics of Recent Migrants, Australia	6250.0	Triennial	Nov 2007
Labour Mobility, Australia	6209.0	Biennial	Feb 2008
Locations of Work, Australia	6275.0	Irregular	Nov 2008
Multiple Jobholding, Australia	6216.0	Discontinued	Aug 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	Sep 2008
Retrenchment & Redundancy, Australia(a)	6266.0	Discontinued	Jul 2001
Underemployed Workers, Australia	6265.0	Annual	Sep 2008
Working Time Arrangements, Australia	6342.0	Triennial	Nov 2006
Multi purpose household surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	Jul 2006 to Jun 2007
Retirement and Retirement Intentions, Australia(b)	6238.0	Biennial	Jul 2006 to Jun 2007
Work-Related Injuries, Australia(c)	6324.0	Irregular	2005-06
Sub-annual labour surveys			
Average Weekly Earnings, Australia	6302.0	Quarterly	May 2009
Industrial Disputes, Australia	6321.0.55.001	Quarterly	Jun 2009
Job Vacancies, Australia	6354.0	Suspended	May 2008
Labour Force, Australia	6202.0	Monthly	Aug 2009
Labour Force, Australia: Labour Force Status and Other Characteristics of Families	6224.0.55.001	Suspended	Dec 2008
Labour Price Index	6345.0	Quarterly	Jun 2009
Wage & Salary Earners, Public Sector Australia(d)	6248.0.55.001	Discontinued	Jun qtr 2007
Other labour surveys			
Employment and Earnings, Public Sector, Australia	6248.0.55.002	Annual	2007-08
Employee Earnings & Hours, Australia	6306.0	Biennial	Aug 2008
Employer Training Expenditure & Practices, Australia	6362.0	Irregular	2001-02
Employment Arrangements, Retirement & Superannuation, Australia	6361.0	Irregular	Apr to Jul 2007 (reissue)
Labour Costs, Australia	6348.0.55.001	Irregular	2002-03
Labour Force Characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey	6287.0	Annual	2007

Confidentialised Unit Record Files (CURFs)			
Australians' Employment and Unemployment Patterns, CURF, 1994-1997	6286.0.30.001	Discontinued	1994 to 1997
Australians' Employment and Unemployment Patterns, 1994-1997: Expanded CURF	6286.0.55.001	Irregular	1994 to 1997
Australians' Employment and Unemployment Patterns: Expanded CURF, Technical Paper	6286.0.55.002	Irregular	1994 to 1997
Microdata: Childhood Education and Care, Expanded CURF, Australia	4402.0.55.001	Irregular	Jun 2008
Childhood Education and Care, Australia, Expanded CURF, Technical Manual	4402.0.55.002	Irregular	Jun 2008
Employee Earnings and Hours, Australia, Expanded CURF, Technical Manual	6306.0.55.002	Irregular	May 2006
Microdata: Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Basic and Expanded CURF, Australia	6202.0.30.001	Biennial	Aug 2008
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Basic CURF, Technical Paper	6202.0.30.002	Biennial	Aug 2008
Labour Force Survey and Employee Earnings, Benefits and Trade Union Membership, Australia: Expanded CURF	6202.0.30.003	Biennial	Aug 2006
Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF	6202.0.30.004	Irregular	Feb 2008
Labour Force Survey and Labour Mobility, Australia: Basic and Expanded CURF, Technical Manual	6202.0.30.005	Irregular	Feb 2006
Microdata: Employment Arrangements, Retirement and Superannuation, Expanded CURF, Australia	6361.0.55.001	Irregular	Apr to Jul 2007
Microdata: Employee Earnings and Hours, Expanded CURF, Australia	6306.0.55.001	Irregular	May 2006
Survey of Education and Training, Australia, Basic CURF, Technical manual	6278.0.55.001	Irregular	2009
Survey of Education and Training, Australia, Basic CURF	6278.0.55.002	Irregular	2009
Survey of Education and Training, Australia, Expanded CURF, Technical Manual	6278.0.55.003	Irregular	2005
Survey of Education and Training, Australia, Expanded CURF	6278.0.55.004	Irregular	2009
Survey of Income and Housing - CURF, Technical Paper	6541.0	Irregular	2005-06 (Second edition)
Information papers and other reference material			
ABS Labour Market Statistics, Australia	6106.0.55.001	Irregular	2003
Expansion of Hours Worked Estimates from the Labour Force Survey	6290.0.55.001	Irregular	Jul 2009
Australian System of National Accounts: Concepts, Sources & Methods	5216.0	Irregular	2000
Changes to ABS Measures of Employee Remuneration	6313.0	Irregular	2006
Changes to Labour Force Survey Products	6297.0	Irregular	2003
Estimating Average Annual Hours Worked	1352.0.55.077	Irregular	Jun 2006
Forthcoming Changes to Labour Forces Statistics	6292.0	Irregular	2007
Improvements to Family Estimates from the Labour Force Survey	6224.0.55.002	Irregular	2008
Labour Force Survey Sample Design	6269.0	Irregular	Nov 2007 (Second edition)
Labour Force Survey Standard Errors	6298.0	Irregular	2005
Labour Force Survey Standard Errors, Data Cube	6298.0.55.001	Irregular	May 2009
Labour Price Index: Concepts, Sources & Methods	6351.0.55.001	Irregular	2004
Labour Statistics: Concepts, Sources & Methods	6102.0.55.001	Irregular	Apr 2007
Labour Statistics News	6106.0	Biennial	Aug 2009
Questionnaires Used in the Labour Force Survey	6232.0	Irregular	2004
Employment and Earnings, Public Sector, Australia	6248.0.55.002	Annual	2007-08
Other publications			
Australian Economic Indicators	1350.0	Monthly	Oct 2009
Australian National Accounts: National Income, Expenditure & Product	5206.0	Quarterly	Jun qtr 2008
Australian Social Trends	4102.0	Quarterly	Sep qtr 2008
Australian System of National Accounts	5204.0	Annual	2007-08
Australians' Employment & Unemployment Patterns: First Results	6286.0	Discontinued	1994 to 1997
Business Indicators, Australia	5676.0	Quarterly	Jun 2009
Census of Population & Housing: Selected Education & Labour Force Characteristics, Australia	2017.0	Irregular	2001
Education & Training Indicators, Australia	4230.0	Irregular	2002 (reissue)
General Social Survey: Summary Results, Australia	4159.0	Irregular	2006
Government Benefits, Taxes & Household Income, Australia	6537.0	Irregular	2003-04
Household Income & Income Distribution, Australia	6523.0	Biennial	2007-08
Measures of Australia's Progress	1370.0	Irregular	2006 (reissue)
Regional Wage & Salary Earner Statistics, Australia	5673.0.55.001	Irregular	2003-04
Superannuation: Coverage & Financial Characteristics, Australia	6360.0	Irregular	Jun 2000
Voluntary Work, Australia	4441.0	Irregular	2006

(a) Related data available from Labour Mobility.

(b) Previously conducted as a labour force supplementary survey until 1997, data now collected as part of the Multi Purpose Household Survey.

(c) Previously conducted as a labour force supplementary survey on 2000, data now collected as part of the Multi Purpose Household Survey.

(d) The quarterly survey of Employment and Earnings | Public Sector has been replaced with an annual survey, commencing with the 2007|08 reference year. As a result, the June quarter 2007 was the final issue of Wage and Salary Earners, Public Sector, Australia (cat. no. 6248.0.55.001). Data from the 2007|08 survey was released in February 2009.

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6105.0 Table 1.2. Volume measures of labour underutilisation is updated on an annual basis. It was last updated in this October 2009 issue of 6105.0.

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6105.0 Table 2. Employment type 1994-2008 is updated on an annual basis. It was last updated in the July 2009 issue of 6105.0.